

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210



William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1997-0281  
Revision No.: 2  
Date of Last Revision: 08/01/2000

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This wage determination applies at the address(es) below:

Sheppard AFB, Wichita County, TX

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Employed on Air Force contracts for administrative, clerical and general support of the Aircraft maintenance operation services.

Collective Bargaining Agreement between Lockheed Martin Logistics Management and Industrial District Lodge # 776, International Association of Machinists and Aerospace Workers, AFL-CIO effective April 10, 2000 through April 13, 2003.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).



# **COLLECTIVE BARGAINING Agreement**

**BETWEEN**



**Lockheed Martin  
Logistics Management**

**Sheppard Air Force Base  
ENJJPT  
Wichita Falls, Texas**



**Industrial District Lodge 776  
International Association of  
Machinists and Aerospace  
Workers AFL-CIO**

**10 April 2000 through 13 April 2003**



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Wage Determinations

Wage Determination No.: 1994-2526  
Revision No.: 13  
Date of Last Revision: 06/04/2000

States: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson, Kiowa, Stephens,  
Tillman  
Texas Counties of Archer, Baylor, Clay, Wichita, Wilbarger

\*\* Fringe Benefits Required Follow the Occupational Listing \*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	8.61
Accounting Clerk II	9.72
Accounting Clerk III	10.91
Accounting Clerk IV	12.20
Court Reporter	13.34
Dispatcher, Motor Vehicle	10.70
Document Preparation Clerk	8.00
Duplicating Machine Operator	8.00
Film/Tape Librarian	10.33
General Clerk I	7.21
General Clerk II	8.10
General Clerk III	8.80
General Clerk IV	9.88
Housing Referral Assistant	13.01
Key Entry Operator I	6.68
Key Entry Operator II	7.98
Messenger (Courier)	6.56
Order Clerk I	9.26
Order Clerk II	10.11
Personnel Assistant (Employment) I	9.39
Personnel Assistant (Employment) II	10.58
Personnel Assistant (Employment) III	11.86
Personnel Assistant (Employment) IV	13.27
Production Control Clerk	13.01
Rental Clerk	10.33
Scheduler, Maintenance	10.02
Secretary I	10.33
Secretary II	11.63
Secretary III	14.26
Secretary IV	14.50
Secretary V	15.34



Service Order Dispatcher	11.02
Stenographer I	12.61
Stenographer II	13.36
Supply Technician	14.50
Survey Worker (Interviewer)	11.63
Switchboard Operator-Receptionist	7.91
Test Examiner	11.63
Test Proctor	11.63
Travel Clerk I	7.72
Travel Clerk II	8.27
Travel Clerk III	8.68
Word Processor I	9.08
Word Processor II	10.15
Word Processor III	11.43

**Automatic Data Processing Occupations**

Computer Data Librarian	9.76
Computer Operator I	9.87
Computer Operator II	11.06
Computer Operator III	12.73
Computer Operator IV	16.68
Computer Operator V	18.52
Computer Programmer I (1)	13.83
Computer Programmer II (1)	16.80
Computer Programmer III (1)	20.56
Computer Programmer IV (1)	22.61
Computer Systems Analyst I (1)	17.13
Computer Systems Analyst II (1)	21.37
Computer Systems Analyst III (1)	23.07
Peripheral Equipment Operator	9.76

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.77
Automotive Glass Installer	15.05
Automotive Worker	15.05
Electrician, Automotive	15.89
Mobile Equipment Servicer	13.35
Motor Equipment Metal Mechanic	16.77
Motor Equipment Metal Worker	15.05
Motor Vehicle Mechanic	16.77
Motor Vehicle Mechanic Helper	12.47
Motor Vehicle Upholstery Worker	14.18
Motor Vehicle Wrecker	15.05
Painter, Automotive	15.89
Radiator Repair Specialist	15.05
Tire Repairer	12.90
Transmission Repair Specialist	16.77

**Food Preparation and Service Occupations**





Baker	10.49
Cook I	9.32
Cook II	10.49
Dishwasher	6.96
Food Service Worker	6.96
Meat Cutter	11.93
Waiter/Waitress	7.55
<b>Furniture Maintenance and Repair Occupations</b>	
Electrostatic Spray Painter	15.89
Furniture Handler	11.43
Furniture Refinisher	15.89
Furniture Refinisher Helper	12.47
Furniture Repairer, Minor	14.18
Upholsterer	15.89
<b>General Services and Support Occupations</b>	
Cleaner, Vehicles	7.08
Elevator Operator	7.21
Gardener	8.90
House Keeping Aid I	6.45
House Keeping Aid II	7.11
Janitor	6.96
Laborer, Grounds Maintenance	8.10
Maid or Houseman	6.45
Pest Controller	11.37
Refuse Collector	6.96
Tractor Operator	9.32
Window Cleaner	7.55
<b>Health Occupations</b>	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	9.23
Licensed Practical Nurse II	10.37
Licensed Practical Nurse III	11.60
Medical Assistant	9.80
Medical Laboratory Technician	10.37
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	10.37
Registered Nurse I	13.99
Registered Nurse II	17.18
Registered Nurse II, Specialist	17.18



Registered Nurse III	20.71
Registered Nurse III, Anesthetist	20.71
Registered Nurse IV	24.82

**Information and Arts Occupations**

Audiovisual Librarian	16.24
Exhibits Specialist I	13.42
Exhibits Specialist II	15.00
Exhibits Specialist III	18.34
Illustrator I	13.42
Illustrator II	15.00
Illustrator III	18.34
Librarian	17.24
Library Technician	11.63
Photographer I	12.18
Photographer II	13.69
Photographer III	15.29
Photographer IV	18.34
Photographer V	22.20

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	5.94
Counter Attendant	5.94
Dry Cleaner	7.49
Finisher, Flatwork, Machine	5.94
Presser, Hand	5.94
Presser, Machine, Drycleaning	5.94
Presser, Machine, Shirts	5.94
Presser, Machine, Wearing Apparel, Laundry	5.94
Sewing Machine Operator	8.02
Tailor	8.49
Washer, Machine	6.45

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	15.89
Tool and Die Maker	22.22

**Material Handling and Packing Occupations**

Forklift Operator	13.39
Fuel Distribution System Operator	15.36
Material Coordinator	11.70
Material Expediter	11.70
Material Handling Laborer	9.03
Order Filler	9.74
Production Line Worker (Food Processing)	10.29
Shipping Packer	10.03
Shipping/Receiving Clerk	10.07
Stock Clerk (Shelf Stocker, Store Worker II)	10.33
Store Worker I	8.21



Tools and Parts Attendant	11.43
Warehouse Specialist	10.29

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	16.77
Aircraft Mechanic Helper	12.47
Aircraft Quality Control Inspector	18.80
Aircraft Servicer	14.18
Aircraft Worker	15.05
Appliance Mechanic	15.89
Bicycle Repairer	12.90
Cable Splicer	19.28
Carpenter, Maintenance	15.89
Carpet Layer	15.05
Electrician, Maintenance	19.33
Electronics Technician, Maintenance I	16.08
Electronics Technician, Maintenance II	16.93
Electronics Technician, Maintenance III	17.95
Fabric Worker	14.18
Fire Alarm System Mechanic	16.77
Fire Extinguisher Repairer	13.35
Fuel Distribution System Mechanic	16.77
General Maintenance Worker	15.05
Heating, Refrigeration and Air Conditioning Mechanic	16.77
Heavy Equipment Mechanic	16.77
Heavy Equipment Operator	15.55
Instrument Mechanic	16.77
Laborer	9.83
Locksmith	15.89
Machinery Maintenance Mechanic	16.77
Machinist, Maintenance	16.97
Maintenance Trades Helper	12.47
Millwright	16.77
Office Appliance Repairer	15.89
Painter, Aircraft	15.89
Painter, Maintenance	15.89
Pipefitter, Maintenance	16.77
Plumber, Maintenance	15.89
Pneumatic Systems Mechanic	16.77
Rigger	16.77
Scale Mechanic	15.05
Sheet-Metal Worker, Maintenance	16.77
Small Engine Mechanic	15.05
Telecommunication Mechanic I	19.28
Telecommunication Mechanic II	20.24
Telephone Lineman	19.28
Welder, Combination, Maintenance	16.77
Well Driller	16.77
Woodcraft Worker	16.77



**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	14.27
Hatch Tender	12.41
Line Handler	12.41
Stevedore I	11.70
Stevedore II	13.10

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	10.82
Archeological Technician II	12.10
Archeological Technician III	15.00
Cartographic Technician	15.00
Civil Engineering Technician	15.00
Computer Based Training (CBT) Specialist/ Instructor	17.13
Drafter I	10.69
Drafter II	13.26
Drafter III	14.92
Drafter IV	16.64
Engineering Technician I	10.22
Engineering Technician II	12.66
Engineering Technician III	14.23
Engineering Technician IV	15.83
Engineering Technician V	19.44
Engineering Technician VI	23.54
Environmental Technician	14.89
Flight Simulator/Instructor (Pilot)	21.37
Graphic Artist	14.89
Instructor	17.13
Laboratory Technician	11.60
Mathematical Technician	17.24
Paralegal/Legal Assistant I	13.38
Paralegal/Legal Assistant II	16.67
Paralegal/Legal Assistant III	20.40
Paralegal/Legal Assistant IV	24.66
Photooptics Technician	17.24
Technical Writer	19.67
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	11.36
Weather Observer, Senior (3)	12.63
Weather Observer, Upper Air (3)	11.36





**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	10.87
Parking and Lot Attendant	10.29
Shuttle Bus Driver	10.29
Taxi Driver	9.62
Truckdriver, Heavy Truck	12.89
Truckdriver, Light Truck	10.29
Truckdriver, Medium Truck	10.87
Truckdriver, Tractor-Trailer	12.89

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse



all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

